



# NAVY NEWS



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Forward ... from the Sea

June 29, 2001

## SECNAV, CNO and Commandant Testify

By Chief Journalist Walter T. Ham IV, CNO Public Affairs

WASHINGTON (NNS) — The leaders of the Navy and Marine Corps told the Senate Appropriations Defense Subcommittee June 20 that their forces stand ready to deter or, if necessary, fight and win the nation's wars.

While manning on Navy aircraft carrier battle groups has reached a 12-year high and retention is improving overall, Chief of Naval Operations Adm. Vern Clark said the Navy continues to face "serious fiscal challenges."

"Since 1991, our Navy's force structure has declined 41 percent, from over 500 ships to 316 today," the CNO said during the June 20 Department of the Navy hearing. "Demand on naval forces, however, has not declined. Deployed Navy/Marine Corps forces are out there everyday getting the job done."

Clark told the senators that their recent efforts on behalf of Sailors and Marines have helped, but he said more still needed to be done.

"Improvements that you have supported — bonuses, pay table adjustments, retirement reforms and better medical benefits, are having the desired impact," the CNO said. "Recruiting and end strength are on track for 2001. Officer and enlisted retention is edging upward and attrition is declining. This is the top priority focused on by the leadership of the Navy and our results so far are very encouraging, but we must do better."

During his testimony, Secretary of the Navy Gordon England said that out of his four strategic areas of concern: combat capability, people, technology and business practices — people are his top priority.

"During my confirmation hearings, I commented that any capital asset purchased by the Department of the Navy has no asset value to the nation until it is manned by highly motivated and trained people," England said. "Therefore, as we plan for the future, we need to first be sure that our personnel policies

will provide us the people and skills we require for our future systems."

Commandant of the Marine Corps Gen. James Jones testified that the Marine Corps stands ready to fight alongside the Navy at a moment's notice because the Marines' "warrior ethos" is bringing people into the Corps and keeping them there.

"Intangibles — such as the desire to serve our nation, to belong to a cohesive organization and to embrace leadership responsibilities satisfied by service in the Corps

— are a large part of the reason we retain the remarkable men and women who choose to continue to be Marines after initial commitment," Jones said. "Concrete evidence of this phenomena is seen in our deployed units, which continually record the highest reenlistment rates in the Corps. "From the individual Marine to our institution as a whole, our model is the thinking and stoic warrior who fights smarter than his enemy and is inured to hardship."

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## Hanging out!



**Machinist's Mate 2nd Class Brett Tietgens, stationed with the Explosive Ordnance Disposal Mobile Unit (EODMU) 2 on board USS Theodore Roosevelt (CVN 71), gets hoisted aboard an HH-60H Seahawk from Helicopter Antisubmarine Squadron (HS) 11 after completing a mine detonation exercise.**

**Photo by Photographer's Mate 2nd Class (AW) Bobby McRill**

## “Early Promote” is a Win for Sailors

*By Chief of Naval Personnel Public Affairs*

WASHINGTON (NNS) — Top-performing Sailors continue to compete for advancement to E-6 and E-7 at an accelerated rate through a change to the enlisted advancement system.

Last fall, the Chief of Naval Personnel approved a change to the enlisted advancement system that authorizes commanding officers to waive up to one year of the required time-in-rate (TIR) for Sailors in pay grades E-5 and E-6 to compete for advancement.

The TIR waiver is specifically targeted to Sailors performing at a superior level who have received an “early promote” recommendation on their most recent periodic evaluation.

The initiative was approved in August

2000 just in time for the September advancement exam, but giving Sailors little time to study.

However, that factor did not slow down the top performers. About 14 percent of those eligible for the early advancement test were promoted.

During the recent March 2001 exam (cycle 171), the advancement opportunity for all E-5’s going up for E-6 was 17.6 percent. The advancement opportunity for the same population of early-promote personnel who had the TIR waiver was 17.8 percent.

“What a powerful example that performance is being recognized,” said Vice Adm. Norb Ryan, Chief of Naval Personnel. “So far, it’s a win-win situation

for our people and our leadership.”

The issue of providing incentives for top-performing Sailors to advance more quickly was broached during visits to the fleet where he continues to solicit ideas and suggestions from commanding officers, command master chiefs and Sailors.

Using the evaluation as a marker of performance, Sailors qualifying as early promote have already been identified as top performers. The program gives commanding officers another avenue for rewarding superior work performance.

For more information on the TIR waiver, see NAVADMIN 221/00 on the BUPERS Web site at [www.bupers.navy.mil](http://www.bupers.navy.mil).

## Sailors, Marines Can Vote in Florida Special Election

*By Navy Personnel Command Public Affairs*

WASHINGTON (NNS) — Florida’s 1st Congressional District will hold a special election this year to fill the seat of Rep. Joe Scarborough, who is resigning from Congress in September.

The first special primary takes place July 24. If necessary, a second special primary will be held September 4 followed by the general election on October 16.

Sailors and Marines and their families, who are Florida 1st District residents stationed outside the continental United States, should register and request a ballot by completing and submitting a federal post card application (FPCA) as soon as possible.

Voters unsure of their districts can access the Web site [www.fvap.ncr.gov](http://www.fvap.ncr.gov) and select “Communicating with Your Elected Officials,” followed by “Who Is My Representative.”

The county supervisor of elections must receive registered voters’ ballot applications no later than July 20. Be sure to allow time for the ballot to be sent and received by mail.

County or city election officials must receive ballots no later than the close of polls on July 24 in order for the vote to

count.

Absentee ballots will be counted if postmarked or dated no later than July 24 and received up to 10 days after the special election.

One person older than 18 years old must witness the certificate on the ballot return envelope. Absentee voters should provide the name and address of the witness on the certificate. Consult Chapter 3 of the 2000-2001 Voting Assistance Guide for further instructions and addresses.

For information about Florida elections, go to <http://election.dos.state.fl.us/county/index.shtml>.

Absentee voters are allowed to designate someone to obtain a ballot on their behalf. This authorization must be in writing, and the person designated to pick up a voter’s ballot must present the authorization in person to the supervisor of elections.

The designated person must also present picture identification and sign an affidavit. The person designated may not be a candidate, unless the voter is a member of that candidate’s immediate

family.

Florida does not currently allow electronic transmission of the FPCA, blank ballot or the voted absentee ballot. Beginning January 1, 2002, Florida voters residing outside the United States will be allowed to electronically submit the FPCA.

For assistance, contact the Federal Voting Assistance Program (FVAP) through the Department of Defense (DoD) Voting Information Center (VIC).

The VIC provides recorded messages 24 hours a day from candidates, as well as other election information. Citizens may call the VIC using the toll-free numbers listed on the FVAP Web site, [www.fvap.ncr.gov](http://www.fvap.ncr.gov).

In the U.S., call 1-800-438-VOTE (8683), DSN 425-1343 or (703) 588-1343 to hear these messages.

Questions regarding the above may also be referred to the director, Federal Voting Assistance Program, Department of Defense, Washington Headquarters Services, 1155 Defense Pentagon, Washington, DC, 20301-1155.

For more information on FVAP, go to [www.fvap.ncr.gov](http://www.fvap.ncr.gov).

# No Systemic Problems in Absentee Ballots

By the Armed Forces Press Service

WASHINGTON (NNS) — The Department of Defense (DoD) inspector general (IG) found “no systemic problems” in the department’s handling of overseas absentee ballots during the 2000 election.

“The inspector general along with testimony given by the General Accounting Office (GAO) to the House Armed Services Committee reiterated that their reviews uncovered neither systemic problems nor significant discrepancies of the DoD Federal Voting Assistance Program (FVAP),” said Charles S. Abell, assistant secretary of defense for force management policy.

While there were areas for improvement, the IG did not find “that the program failed,” Abell said.

Military members, their families and civilians assigned overseas have the same right to vote as American citizens here in the United States, Abell said during a Pentagon press conference June 22.

“We in the Department of Defense must do all that we can to ensure this right is not diminished by virtue of their overseas, deployed or shipboard assignment,” Abell noted.

It is DoD’s responsibility through (FVAP) to educate the military community in the voting process and enable them to exercise their rights to vote.

The IG found that the voting

assistance program was not consistent among the services.

Abell said his office, working with the FVAP, would work to make the processes in the services consistent with DoD.

The IG recommended that the FVAP office continue to work with state election officials to resolve absentee voting problems.

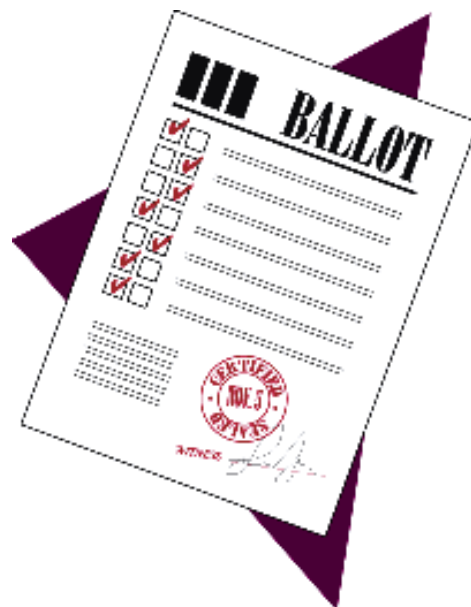
These include trying to standardize the various states’ requirements, differing voter residency requirements, simplifying the overseas ballot process and working with states to test and use new technological solutions for the absentee balloting process.

Also, the IG recommended that DoD revise its guidance to require the services to name Unit Voting Assistance Officers and to specify the maximum number of people any one officer should support.

The 2000 election actually saw a record high overseas participation rate of 72 percent.

A total of 74 percent of all members of the uniformed services voted — 72 percent overseas, 76 percent stateside. Overall, only 51 percent of all eligible Americans voted.

The FVAP provided assistance to 258,000 active-duty military personnel, 118,000 family members and 87,000 DoD



civilian employees stationed overseas, Abell said.

He said the IG also found no systemic problems in the Military Postal System. All mail is supposed to have postmarks that have the date and originating address.

News reports following the vote in November said some military absentee ballots were disqualified because they did not have postmarks. Abell said the DoD IG did not address this allegation.

The GAO is taking a broader look at

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## Sailors Participate in Pilot Program for Signalman

By Journalist 1st Class(SW) Scott Sutherland and Seaman Apprentice Jannelle Smith, NAVSTA San Diego Public Affairs

SAN DIEGO (NNS) — San Diego has been selected as a test site for a Navy at-sea school pilot program for Sailors training to be signalmen (SM).

The Chief of Naval Education and Training (CNET) developed the pilot program that will allow Sailors in the signalman rating to forgo traditional classroom training in favor of on-the-job schooling in the fleet once they graduate from boot camp.

Fifteen Navy ships fleet-wide are participating in the program.

Ships participating in the program from San Diego; Norfolk and Little Creek, Va.; Mayport, Fla.; and Bremerton, Wash.

Fifteen SM “A” School candidates were chosen at Naval Training Center Great Lakes to participate in the program, which began June 7.

Recruits learn the same basic skills offered at the traditional six-week signalman school at Great Lakes.

“Those skills help a signalman communicate visually,” said Chief Signalman(SW) Ronald Matous, the

enlisted SM detailer. “They learn international Morse code, international and allied flag hoist, flashing light and semaphore procedures, along with honors and ceremonies.”

According to Lt. Cmdr. Deborah Cashman, director, Local Training Authority San Diego, students have 90 days to complete 38 days of lessons. This includes time built-in for students who need to retake courses over.

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*Testify, con't. from pg. 1*

To continue to improve the incentives for serving at sea, Clark said a career sea pay increase is overdue. "Redress of this problem was authorized in the FY 2001

National Authorization Act but not funded."

While forward-deployed Navy units remain ready, the CNO said non-deployed forces are below satisfactory current readiness levels and this readiness mismatch makes it increasingly harder for the Navy to prepare for upcoming deployments.

"It is imperative that we accurately budget readiness requirements in FY 2002 and beyond, ending our reliance on supplemental appropriations," Clark said.

The CNO added that focusing on correcting current readiness deficiencies has often come at the expense of modernization. "I am on the record in stating that the Navy needs about \$34 billion a year to meet procurement requirements. We need to buy 180 to 210 aircraft and nine ships a year, but we are procuring significantly less than that."

To improve working conditions and overall quality of service, the CNO told the committee the Navy needs additional funding for real property maintenance and military construction. According to Clark, his quality of service priority is a balanced approach to improving working and living conditions for Sailors.

England added, "Emphasis needs to be placed on quality of service — achieving a higher quality workplace as well as a higher quality of life for our Sailors, Marines, active duty and

Reserve, and civilians and all of their families. The goal will be to create an environment where our men and women can excel at their chosen profession, unimpeded by factors that divert their attention from work and sap their morale. This includes competitive compensation and quality housing, workplace resources, health care, training and an operational tempo that considers the individual as well as the family and community."

"Fostering a positive working environment where young men and women believe they contribute meaningfully to their units will encourage them to want to join that group," England noted. "Retention is a great recruiting tool."

"Creating this environment requires attuned leadership throughout our command structure. I am talking about leadership that encourages information flow freely up and down the organization and that values the knowledge and expertise of the total force," England said. "Everyone in the Department of the Navy needs to recognize that while some positions carry greater responsibility, all of our people are equal and important. No one capable and willing to contribute will be discounted."

Clark told the senators that he recently realigned his staff to more fully integrate the fleet's requirements and training organizations.

"These changes will allow us to more accurately determine requirements, improve readiness and maximum investment effectiveness," Clark said.

The CNO also outlined the broad expectations the nation has for its Navy.

"I believe the nation expects — as it has for much of our history — the Navy to project sovereign American power in support of national interests while forward deployed to the far corners of the earth," Clark said. "The nation expects us to command the seas; provide on-scene, sustainable, combat-credible power to promote regional stability; dissuade potential adversaries; enhance deterrence and when needed, prevail decisively in combat."

While technology has continued to change the Navy and its combat capabilities, the CNO emphasized that the forward presence of deployed Sailors and Marines is the key to deterring and winning wars.

"Some say emergent technologies have reduced the importance of forward-deployed forces, allowing us to

effectively influence events without a robust in-theater presence. I do not believe this," Clark said.

"In most cases, dissuading potential adversaries, deterring aggression and quickly bringing combat power to bear require on-scene forces," Clark added. "Such presence is fundamental to providing sustained precision fires for joint forces, projecting defense over land and assuring access. In short, we must remain ready to climb into the ring with an opponent and prevail."

The secretary, CNO and commandant thanked the senators for their continued support.

The CNO ended his remarks by saying, "Working together, I am confident that we can meet the challenges of current and future readiness, allowing the United States Navy to fulfill the missions fundamental to a more stable and peaceful world."

## And here we have...



**Ensign Erin Bailey, repair division officer, leads the Republic of Korea's first female midshipmen as they tour USS Frederick (LST 1184), the U.S. Navy's only tank landing ship (LST).**

**Photo by Chief Journalist Al Fontenot**



**Ballots, con't. from pg. 3**

the problems of absentee voting in the 2000 election. Their report is due out in September.

Abell said he welcomes recommendations for improvement made by the DoD IG.

"We're going to follow through on all the recommendations and continue to seek ways to facilitate the process for members of the military community," Abell added.

For more information on voting procedures, go to [www.fvap.ncr.gov](http://www.fvap.ncr.gov).

**Sailors, con't. from pg. 3**

The lessons are CD-ROM-based computer training and curriculum books.

"The pilot program will be four hours of training a day, including computer work with some practical, hands-on training," Cashman said. "This is going to be exciting. It's a different method to train, and if it's successful, other ratings might follow with similar programs."

Matous said the SM rating was a logical place to start with the "A" School at-sea pilot program because "25 percent of our SM population comes from the striker program."

"Additionally, the school was relatively short — 25 training days — the attrition rate was low, and no additional training equipment was needed on board," said Cmdr. Anthony Cooper of CNET's public affairs office.

Strikers are Sailors without job designations who get an opportunity to pick up job skills in the fleet and at shore billets, and then apply that knowledge to pick up a rating specialty.

One of the Sailors in the pilot program, Signalman Seaman Gabriel Gonzales, stationed aboard Decatur, picked up his rating designation after attending seaman apprenticeship training. He's now earning his stripes by learning his rate.

"It's better to learn in the fleet instead of in the classroom because you never get bored, and you see something new everyday," Gonzalez said.

The success of the SM pilot program will be determined when CNET makes its final evaluation sometime this fall, according to Cashman.

She added that the program's success could determine whether other rates follow its lead with similar schoolhouse-at-sea pilot programs.

For more information on this program, go to [www.ntcgl.navy.mil/sm.htm](http://www.ntcgl.navy.mil/sm.htm).

**This Week on Navy/Marine Corps News**

Look for the following stories and more on next week's Navy/Marine Corps News show:

- Navy and Marine Corps leaders brief the Senate Defense Appropriations Subcommittee about the fiscal needs of the Navy and Marine Corps;
- Seabees take on the challenge of moving a 90-ton floating bridge to deliver equipment from the ship to the Marines on shore during Exercise Tandem Thrust;
- Sailors and Marines stationed in Norfolk, Va., level the playing field for a weekend beach soccer event;
- USS *Kamehameha* (SSN 642) returns from her final deployment after 38 years of honorable service.

Compiled on tape #2001-27, the show is on its way to the fleet now.

**This Week in Naval History:**

- July 2, 1950: The cruiser USS *Juneau* (CL 119) and two allied ships destroy five of six attacking North Korean torpedo boats during a battle off Chumunjin, Korea. The remaining enemy vessel flees. None of the allied ships are hit. This becomes the only purely naval action of the Korean War involving an American ship.

- July 3, 1898: The Navy destroys the Spanish fleet at Santiago Bay, Cuba, during the Spanish-American War. The victory ends centuries of Spanish rule in the Western Hemisphere and establishes the Navy's reputation as a global maritime superpower. As a result of the war, the United States annexes Puerto Rico, the Philippine Islands and Guam.

- July 4, 1777: The first Stars-and-Stripes flag to fly over an American warship is hoisted by John Paul Jones aboard the sloop *Ranger* at Portsmouth, N.H. The action took place one year after the colonies declared their independence from Great Britain.

- July 5, 1862: The number of the Navy Department's bureaus is increased to eight by the creation of the bureaus of Equipment and Recruiting, Navigation and Steam Engineering.

- July 6, 1976: Eighty-one women make history when they become the first female midshipmen at the Naval Academy and are sworn into the Class of 1980.

- July 7, 1941: The 1st Marine Aircraft Wing, composed of a headquarters squadron and Marine Air Group 1, is organized at Quantico, Va., as the first of its type in the Marine Corps. Four additional wings are organized during the course of World War II.

- July 8, 1853: Commodore Matthew Perry led the naval expedition that established relations with Japan. With a fleet of American gunships docked in the harbor, Perry presented the Japanese with a trade and friendship treaty. He returned the next year with an even more impressive fleet to assure the signing of the treaty.

Visit the Naval Historical Center Web site at

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